instance, we are saying because we are not taking employee withholding, as under the 829 methodology, but rather are using credits as against corporate income tax, there is no employee money involved, per se, and we are reserving to the employer the right to determine how the programs will be conducted and now, I think it's a positive improvement in 1368 as originally drafted, we are going to recognize that it would be appropriate. legitimate, correct for the collectively organized employees to negotiate with regard to these matters if, as and when their concerns in their collective negotiations are taking place, we would not encumber 1368 by mandating that such programs must be collectively negotiated because to do so is to encumber this process in such a way that it's not administratively useful or helpful to a collectively organized employer. Consider in the case of Union Pacific, for instance, it has 13 different classes of crafts and jobs that are collectively organized; it deals with 70 general chairman; it has over 100 collective bargaining agreements. Those things affect employees in multiple states and we would simply be drawing this quality employer into a morass by saying that this particular benefit of Nebraska law must be a part of collective bargaining. For that reason, urge the adoption of the amendment to the amendment and its substitution for the Chambers amendment, but want to recognize very definitely the fact that this act, 1368, is designed to be neutral on the question of whether or not the employer union will collectively bargain. Thank you.

PRESIDENT ROBAK: Thank you, Senator Brashear. Senator, your light is next. Would you like to continue speaking? Chambers.

SENATOR CHAMBERS: Madam President, members of the Legislature, Senator...oh, I'm going to call him by his correct name first, then his nickname, Senator Brashear, on occasion I've referred to some things happening around here as being as smooth as goose grease. Well, you carry on your discussion at such a high lavel that I won't say you're as smooth as goose grease. I will dub you "Slick 50". That is a very slippery substance that's added to oil, I believe, to make the moving parts move better with less friction. Senator Brashear, considering the fact that as I would characterize you a relatively Ι as "Repelican", straight-laced, purportedly dyed-in-the-wool hat capitalist advocate. I think the direction that you've come on this issue is noteworthy and I have a question to ask you which